



# IACP OFFICER SAFETY & WELLNESS SYMPOSIUM

## 2022

Atlanta, Georgia  
MARCH 15-17  
theIACP.org



## 2022 Officer Safety and Wellness Symposium – Educational Program

*Subject to Change*

### Putting Our Sleep and Fatigue Research into Practice

Tuesday, March 15 | 11:00 AM – 12:00 PM

In a national wellbeing survey in England and Wales, sleep problems and fatigue were highlighted as a particular issue for police officers and staff – with 45% reporting they frequently obtained less than six hours of sleep. As a result of this, research has been conducted, and is continuing with experts from around the world, in order to produce and roll out a series of programmes aimed at tackling this growing issue. These programmes include: a virtual reality educational simulation, a fatigue and shift work awareness study, a series of Better Sleep webinars and proposed modular educational and learning project, and the SAFER programme to assist in identifying underlying conditions and signpost accordingly. These programmes are already demonstrating vast improvement in sleep quality and duration.

- **Yvonne Taylor, BEng(Hons), MSc, PhD** Chief Inspector of Police, Fatigue & Sleep Lead, *National Police Wellbeing Service*
- **Ian Hesketh, MBA, PhD** SRO & Wellbeing Lead, *National Police Wellbeing Service, College of Policing, United Kingdom*
- **Lois James** Assistant Director for Research, *Washington State University College of Nursing*

### Reciprocal Family Wellness: Agencies, Families, and Officers Benefit from Support Programming

Tuesday, March 15 | 11:00 AM – 12:00 PM

Family resilience and wellbeing are critical components of officer wellness. Agencies who proactively implement family support programming can expect improved retention, resilient officers, and happier communities. Implementing family support may take the form of social events, spouse and family education through ride-along activities or benefit information sessions and highlighting the resources available to family members. Take the next step in building a resilient support system for agency families by speaking with subject matter experts on implementing effective family programming.

- **Kimberly Jackson-Luzader** Trauma Counselor, *Raleigh (NC) Police Department*
- **Jim Baker** Interim Commissioner of Corrections, *State of Vermont*

## Strengthening an Agency's Safety Culture: Peer-to-Peer Accountability and the P.A.L.S. Model

Tuesday, March 15 | 11:00 AM – 12:00 PM

Efforts to improve safety can often be hampered by individual decision-making that has been negatively influenced by organizational culture. Even officers who otherwise engage in safe behaviors may sometimes choose to overlook safety violations committed by their peers. A strong organizational safety culture, with an emphasis on peer-to-peer accountability, is critical to maximizing officer safety. The Peer Accountability for Law Enforcement Safety (P.A.L.S.) model is one simple way officers can strengthen peer-to-peer accountability for safe operations. Instructors will discuss the P.A.L.S. process, encourage input from the audience, and inspire officers to build strong safety cultures in their agencies. This workshop is provided by the National Law Enforcement Roadway Safety Program.

- **Cory Tchida** Interim Chief of Police, *Georgetown (TX) Police Department*
- **David Flory** Police Chief (Ret.), Lead Instructor, VALOR Program and National Law Enforcement Roadway Safety Program, *Institute for Intergovernmental Research*
- **Deborah Meader** Policy Advisor, *Bureau of Justice Assistance*
- **Brett Cowell, MA** Senior Project Associate, *National Police Foundation*

## Swiss Cheese Model: Application to Officer Suicide Prevention and Pandemic Defense in Law Enforcement

Tuesday, March 15 | 11:00 AM – 12:00 PM

The Swiss Cheese Model of accident causation likens human systems to multiple slices of swiss cheese stacked against each other. Areas of vulnerability are the “holes” in the layers of defense guarding against the hazardous act. Hazardous acts occur when holes align. In analyzing the root cause of any given hazard, the model discerns it was due to the failure of multiple domains – organizational failure, supervision failure, preconditions existing in place for the hazardous acts, and the hazardous acts themselves. This presentation demonstrates how the model can be applied to officer suicide and makes recommendations (consistent with the model) for officer suicide prevention. This session will also demonstrate how the model can be applied to pandemic defense in law enforcement.

- **Stephanie Barone McKenny** Police Psychologist, *Los Angeles (CA) Police Department*

## The Impact of Brazilian Jiu-jitsu Training on Officer Wellness and Use of Force Performance

Tuesday, March 15 | 11:00 AM – 12:00 PM

Brazilian Jiu-jitsu has been gaining increasing popularity as a tool for control tactics training in the law enforcement community. While perspectives on its importance to the field vary, there is minimal research on its impact on law enforcement from the perspectives of officers who actively train. This presentation will address research findings from a study involving over 300 police officers who are active practitioners of Brazilian Jiu-jitsu. Topics discussed will include the perceived impact of Brazilian Jiu-jitsu training on officer confidence, stress, fitness, and use of force performance, as well as the top five techniques from the art that are most applicable to law enforcement.

- **Jeremy M. Butler, PhD** Assistant Professor, *Judson University*

## Cumulative Trauma – How to Combat “Everyday Incidents” that can Lead to Psychological Impairment

Tuesday, March 15 | 1:30 PM – 2:30 PM

Law enforcement as a profession has faced unprecedented challenges in recent years – perhaps never have individual officers been at greater risk for psychological distress. This workshop will examine cumulative trauma, a covert yet devastating condition that has become more pervasive in recent times. Dr. McDougall will provide case studies and scenarios that can cause psychological distress, but often go untreated. Videos of actual incidents will be shown and utilized to examine how officers respond and are impacted. Attendees will be provided with tactics and strategies to combat or prevent psychological damage, as well as guidelines and policy suggestions for leadership to best protect their agency and officers.

- **Grant McDougall, PhD** Psychotherapist, *Gainesville (FL) Police Department*

## From the Suburbs to the Big City: Using Service Dogs to Improve Officer Wellness

Tuesday, March 15 | 1:30 PM – 2:30 PM

This presentation will share the findings of a research study conducted by John Jay College of Criminal Justice during Fall 2020. The study explored the effectiveness of service dogs to support and promote officer wellness in two midsized police departments. Six dimensions of police officer wellness were examined including: operational and organizational stress; topical stressors including those related to the COVID-19 pandemic, police use of force, community relations, and police reform efforts; Perceived Organizational Support (POS); receptivity to service dogs; and willingness to seek assistance for mental health issues. Best practices and lessons learned regarding service dog programs will be shared by police leaders from a suburban and urban department with a service dog program.

- **Kenneth M. Quick** Inspector/PhD Student, *New York City (NY) Police Department/John Jay College of Criminal Justice*
- **Louis Fusaro** Chief of Police, *Groton (CT) Police Department*
- **Mark Wachter** Deputy Inspector/Commanding Officer, *New York City (NY) Police Department – Health & Wellness Section*
- **Heather McClelland** Police Officer/Canine Handler, *Groton (CT) Police Department*
- **Ronald Thomas** Detective/Canine Handler, *New York City (NY) Police Department*

## Legal Guidelines for Peer Support: What Every Peer Team Needs to Know

Tuesday, March 15 | 1:30 PM – 2:30 PM

This presentation will discuss the laws surrounding peer support in order to guide teams in their creation, implementation, and maintenance of their own programs. The presenter will use the laws of the California government code as a model to guide team policies, particularly for those in states that do not currently have peer support legislation. The goal is to have a peer support team that will be able to maintain confidentiality, integrity, and protection from liability or potential litigation.

- **Mary F. Ashley, JD** Deputy District Attorney, *San Bernardino County (CA) District Attorney's Office*

## Lessons Learned from the Early Days: Forming a Wellness Program at a Medium to Small Police Agency

Tuesday, March 15 | 1:30 PM – 2:30 PM

Addressing the challenges of developing wellness programming within a medium to small law enforcement agency requires integration of internal and external resources, as well as collaboration among stakeholders. Barriers such as limited access to resources, funding constraints, and employee engagement must all be addressed from a creative and systemic perspective to ensure effective program functions. From foundational framework to initiative assessment and sustainment, this presentation will provide attendees with evidenced-based, practical strategies for forming and maintaining a law enforcement wellness program in medium- to small-sized agencies.

- **Edward Keane** Police Psychologist, *Danbury (CT) Police Department*
- **Nicole Troelstrup, LMHC, CFRC** Behavioral, Health, and Occupational Wellness Coordinator, *Leon County (FL) Sheriff's Office*
- **James Brack** Wellness Unit/Field Training Program Coordinator, *Bellevue (WA) Police Department*
- **Troy Rodgers, PsyD** Agency Director, *Public Safety Psychology Group LLC*

## You Don't Know What You Don't Know: The Importance of Peer Support for Law Enforcement Leaders in the Wake of Incidents of Mass Violence

Tuesday, March 15 | 1:30 PM – 2:30 PM

Mass violence incidents present unique challenges to law enforcement leaders facing one of these events for the first time. Regardless of how much planning and preparation agencies do ahead of time, the reality is far different. In this workshop, representatives from the IACP's Mass Violence Advisory Initiative will discuss the mass violence incidents that affected their agencies and communities and the unanticipated challenges they faced, both in the immediate aftermath of the event, and in the following months. These experts will share lessons learned and will discuss specific ways their ability to lead in the aftermath of one of these incidents would have been enhanced if they had the guidance of someone who had been through a similar experience. As our experts repeatedly tell us about these incidents, "We didn't know what we didn't know." Also during this workshop, we will introduce the concept of the Mass Violence Peer-to-Peer Advisory Team and share its mission, purpose, and unique value, including how this no-cost service addresses agency, victim, community, and survivors' mental wellbeing as they work to heal following a traumatic mass violence event.

- **Cristina Fernandez** Program Manager, *IACP*
- **Michelle Guido** Director of Communications, *Orange County (FL) Sheriff's Office*
- **Michael Kehoe** Chief of Police (Ret.), *Newtown (CT) Police Department*
- **John Nicoletti** Police Psychologist, *Nicoletti-Flater Associates*

## A Pathway to Financial Fitness for Law Enforcement

Tuesday, March 15 | 3:00 PM – 4:00 PM

Most people do not become police officers for the pay, and very few police departments provide any type of financial training. The focus of this presentation will be the benefits of financial fitness as they relate to reducing stress and increasing officer safety. A standard police academy offers more than 1,000 hours of training in criminal law, officer safety, driving, shooting, and defensive tactics. In-service training often includes day and night fire, various required topics, active shooter, internal affairs updates, and legal updates. In short, we provide an extensive amount of training in areas to make you successful on the job. You also can benefit from information and training to increase your financial fitness.

- **David Perry, MPA** Chief of Police (Ret.), *Institute for Intergovernmental Research*
- **Deborah Meader** Policy Advisor, *Bureau of Justice Assistance*
- **Christopher Gandia** Captain, *Londonderry (NH) Police Department*
- **Brandon Post** Captain (Ret.), *Institute for Intergovernmental Research*

## A Safe Place to Remove Your Cape

Tuesday, March 15 | 3:00 PM – 4:00 PM

Having immediate peer support readily available is crucial to maintaining mental wellbeing. Current peer support programming is geared towards front line first responders. However, there are unique and complex mental and emotional stressors that command-level staff face daily, along with sometimes more than 20 years of first-line trauma they accumulated while working in the field. We will discuss the 66-member, cross-disciplined, Commander Level Peer Support Team – featured at many national conferences, in magazines, and on podcasts. This training program involves discussions on many topics, such as toxic leadership, suicide risk assessment, basics of CISDs, practice scenarios, and equestrian work at War Horses for Veterans.

- **Dan Davis** Lieutenant, *Belton (MO) Police Department*
- **Matthew Kelly** Captain, *Miami County (KS) Sheriff's Office*

## An Introduction to Yoga For First Responders

Tuesday, March 15 | 3:00 PM – 4:00 PM

This presentation and interactive demonstration address common misconceptions about yoga, cites research that shows the benefits of yoga for law enforcement, and introduces job-specific and culturally informed exercises and techniques that have made yoga successful in law enforcement settings. This session will present key concepts from Yoga For First Responders (YFFR) training including tactical breathwork, physical drills/mobility training, and mindfulness techniques that YFFR teaches as a tangible skill set to proactively protect from post-traumatic stress, sleep disorders, and common injuries, as well as how to effectively process stress, build resilience, and enhance performance. With this interactive session, participants leave with tools to immediately integrate into their daily lives.

- **Olivia Mead** Founder/CEO, *Yoga For First Responders*
- **Patricia Froehlich, BA** Retired Deputy Chief, Instructor II, *Yoga For First Responders*
- **Joseph Froehlich, JD** Retired State's Attorney, Instructor II, *Yoga For First Responders*

## Supporting Officer Mental Wellness Using the Kentucky Post-Critical Incident Seminar (KYPCIS)

Tuesday, March 15 | 3:00 PM – 4:00 PM

This session will present quantitative and qualitative data from the Kentucky Post-Critical Incident Seminar (KYPCIS) to demonstrate the positive effects associated with participating in the KYPCIS, including skills gained, improved mental wellbeing, and improved relationships. A discussion of the importance of different components of the KYPCIS will be included, such as using a peer team, EMDR therapy, and including spouses or significant others.

- **Lindsay LePage** Research Psychologist – Resiliency Section, *Kentucky Department of Criminal Justice Training*
- **Angela Childers** Clinical Director, *Kentucky Department of Criminal Justice Training*

## Suicide Prevention, Intervention, and Postvention: Moving from Awareness to Action

Wednesday, March 16 | 8:30 AM – 9:30 AM

Join the discussion to learn how to empower the shift from raising awareness to enacting change in support of effective solutions to prevent law enforcement suicide. While progress is continually being made, there is still a significant gap in implementing evidence-based, data-driven, culturally appropriate approaches to truly combat these challenges. This panel will explore suicide prevention, intervention, and postvention. These efforts are not linear, and we must implement a process and procedures to address every piece of this complex and individualized set of circumstances. A comprehensive foundation of planning and support needs to be in place. Join us to hear from leading experts in data collection, research, and program implementation around mental health that can help give agencies the catalyst they need to better serve their own officers.

- **Domingo Herraiz** Director of Programs, *IACP*
- **Lora L. Klingensmith** Management Program Analyst – The Crime and Law Enforcement Statistics Unit, *Federal Bureau of Investigation*
- **Tim Gardnier** Probation and Parole Officer, *Alabama Bureau of Pardons and Parole*
- **Christopher Scallon** Sergeant (Ret.)/Founder and Owner, *Norfolk (VA) Police Department/Trauma Behind the Badge*

## Changing the Way We Measure Mental Wellness: Paying Attention to Behavior, Not Outcomes

Wednesday, March 16 | 10:00 AM – 11:00 AM

Too often mental wellness, or unwellness rather, is discussed and measured by the amount deaths by suicide an agency has or has not had. While the suicide rate among law enforcement is too high and unacceptable, that outcome is not a complete measure of how mentally well an agency's officers are. This workshop discusses other indicators of mental unwellness, focusing on police officer behavior and not just tragic outcomes. This course will contextualize how trauma manifests itself in police officer behaviors while also providing insight on how to develop mental resiliency, individually and organizationally.

- **Jesse Trevino** President, *SolutionPointPlus*
- **Joe Smarro** Former Officer/Co-Founder, *San Antonio (TX) Police Department/SolutionPointPlus*

## Functional Fitness: Stress Reduction and Optimized Performance

Wednesday, March 16 | 10:00 AM – 11:00 AM

This presentation is part of the VALOR Officer Safety and Wellness Program. As a law enforcement officer, the body is one of the greatest tools on the job. Physical health can make all the difference when apprehending a subject, surviving a critical incident, and much more. However, some law enforcement officers de-prioritize their physical health and endanger themselves by not being physically prepared for the job. This panel discussion features lessons learned and techniques for making behavior changes based on promising practices and personal stories of law enforcement executive leaders from across the country. It will show officers how to improve their overall health and wellness through simple tasks, such as maintaining a proper diet and getting quality sleep.

- **Sonia Quinones, MPA** Chief of Police (Ret.), *Hallandale Beach (FL) Police Department*
- **Cory Tchida** Interim Chief of Police, *Georgetown (TX) Police Department*
- **Deborah Meader** Policy Advisor, *Bureau of Justice Assistance*
- **William Balling** Chief of Police, *Sidney (OH) Police Department*

## How Establishing Onsite Behavioral Health Services Improved Employee Emotional Wellness

Wednesday, March 16 | 10:00 AM – 11:00 AM

The emotional health of law enforcement personnel and family members continues to be a top concern. While our agency has always offered a variety of mental health resources, the feedback from employees was that accessing services was challenging to navigate and obtain in a timely manner. In January 2020, our agency began offering on-site, no-cost behavioral health services. By contracting directly with a psychologist who was vetted and well-versed in law enforcement struggles, it provided direct, easy access and helped eliminate barriers for reaching out for help. The service continues to be well-utilized and is a positive resource for our employees. The purpose of this presentation is to share what worked well, what we do differently, and how we are working to improve the program.

- **Shannon Kelley** Human Resources Bureau Manager, *Hillsborough County (FL) Sheriff's Office*
- **Allison Agliata** Clinical Psychologist, *Dr. A Coaching*

## Implementing Peer Support Services for Small and Rural Agencies

Wednesday, March 16 | 10:00 AM – 11:00 AM

This session will discuss how peer support training and approaches can be tailored to meet the wellness and resilience needs of small and rural agencies. Cop 2 Cop will share how their nationally recognized, evidence-based reciprocal peer support model can be adapted and put into practice in the areas of peer prevention and resilience support, peer intervention during difficult times, and peer postvention following critical incidents. Using lessons learned from the Law Enforcement Mental Health and Wellness Act (LEMWHA) Peer Support in Small and Rural Agencies pilot project, presenters will discuss how to develop manageable, sustainable peer support services in their chosen focus area. New resources from COPS Office LEMWHA program and the IACP OSW initiatives will be shared.

- **Cory Darling** Chief of Police, *Sunriver (OR) Police Department*
- **Cherie Castellano, LPC AAETS** Program Director, *Rutgers National Center for Peer Support*
- **Jennifer Styles** Program Manager, *International Association of Chiefs of Police*
- **Nazmia Comrie, MA** Senior Program Specialist, *U.S. Department of Justice Office of Community Oriented Policing Services*

## Officer Readiness: Past, Present, and Future Operations through the Lens of Wellness

Wednesday, March 16 | 10:00 AM – 11:00 AM

Join Chief Mike Bostic and Dr. Anna Courie as they discuss the history of officer wellness, explore the science of resiliency, and identify habits that contribute to the ready and resilient police officer of the future.

- **Anna F. Courie, DNP, RN, MS, PHNA-BC** Director – Responder Wellness, *FirstNet, Built with AT&T*
- **Mike Bostic, MPA** Chief (Ret.), *FirstNet, Built with AT&T*

## Effective and Culturally Competent Police Chaplaincy in Wellness Programs

Wednesday, March 16 | 11:30 AM – 12:30 PM

A critical component of law enforcement wellness programs is effective, culturally competent chaplaincy focused on police officers and their family members. Chaplains can be a trusted resource that is fully integrated into other agency wellness efforts. This requires having a clear understanding of what effective, culturally competent chaplaincy looks like, how to screen for the right chaplains, how to establish their roles and expectations, and how to train and equip them. Different perspectives, resources, and organizations will be covered as a means to evaluate your current chaplaincy program or start your future program on the right path.

- **Jeremy Wade** Peer Support Coordinator, *Fearless Resilience LLC*
- **Matt Domyancic** Chaplain & Peer Support Ministry, *Global Associates*
- **Stephanie Barone McKenny** Police Psychologist, *Los Angeles (CA) Police Department*

## LEO Families: The Dark Horses of Law Enforcement Officer Wellness

Wednesday, March 16 | 11:30 AM – 12:30 PM

For several years now, law enforcement officers across the country have received training on stress management, resilience, and suicide prevention. It is important this continue, as we relentlessly pursue wellness for our officers. However, there is a group of people who are vital to this endeavor, but are underestimated, uneducated, and therefore underutilized. These are the families – those who fiercely love their officers, live with and know them, and are the first to see the effects of the career. We believe that families are the dark horses of officer wellness. We will show several ways family members can be equipped as the early warning system and strategically assist our officers be the best they can be, both at home and on duty.

- **Victoria Newman** Founder/President, *How2LoveOurCops*
- **Janine D'Agostini** Vice President, *How2LoveOurCops*
- **Liz Brown** Community Liaison, *How2LoveOurCops*



## National Response to COVID-19: Officer Safety and Wellness Solutions for the Field

Wednesday, March 16 | 11:30 AM – 12:30 PM

As COVID-19 emerged as a national emergency, the COPS Office's Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) began actively collecting information on the impact of COVID-19 on law enforcement across a wide range of areas including crime, officer safety, officer wellness, and other important public safety topics. This panel will present findings and lessons learned from the national COVID-19 impact surveillance work on officer safety and wellness, highlighting agency innovations from Los Angeles, California, and Nashville, Tennessee. In addition, the panel will provide research from the National FOP and resources from the COPS Office that agencies will find beneficial as they continue to address COVID-19 and plan for future challenges.

- **Nazmia Comrie, MA** Senior Program Specialist, *U.S. Department of Justice Office of Community Oriented Policing Services*
- **David Kennington, MA, LPC, MHSP** Professional Wellness Section Manager, *Metropolitan Nashville (TN) Police Department*
- **Sherri Martin, MA, LPCA** National Director of Wellness Services, *Fraternal Order of Police*
- **Yvette Campbell, PhD** Police Psychologist, *Los Angeles (CA) Police Department*

## Psychological Body Armor: The Neuroscience of Resilience

Wednesday, March 16 | 11:30 AM – 12:30 PM

Recent findings from Johns Hopkins Medical Institutions reveal human resilience to consist of three factors, not merely one. Resilience has typically been thought of as the ability to bounce back from adversity. However, it seems two other critical aspects of resilience have been overlooked: stress immunity and growth in the wake of adversity. This presentation will discuss, not just the psychology of these three factors of resilience, but the neuroscience as well. Evidence suggests that one can change the structure and function of the human brain to make it more resilient.

- **George Everly, PhD** Professor, *Johns Hopkins Bloomberg School of Public Health*

## The Mindful Officer

Wednesday, March 16 | 1:30 PM – 2:30 PM

The Mindful Officer class was developed by an officer to teach officers about the hidden impacts of the job and teaches them several mindfulness techniques that they can incorporate into their daily work and personal lives. The class has been taught at the Colorado Springs Police Department since 2016 and to thousands of officers across the United States. This presentation will incorporate discussion about issues facing law enforcement that often go overlooked and how mindfulness can help officers maintain mental wellbeing. The speaker will also guide attendees through several mindfulness exercises.

- **Jason Newton** Community Relations Sergeant, *Colorado Springs (CO) Police Department*

## Proving the Importance of Injury Prevention, Increased Performance, and Wellness at Your Department

Wednesday, March 16 | 1:30 PM – 2:30 PM

Despite the obvious benefits of officer fitness, regular physical training has somehow fallen to the bottom of the priority list of individuals and agencies nationwide. This presentation will demonstrate how a concentrated effort of appropriate injury prevention, strength and conditioning, and wellness practices can benefit officers. Data collected by the Seattle, Washington, Police Department will be provided to display improved body composition changes, increased performance results, and extremely low injury rates. Initial and final survey results by participants will be used to express officers' firsthand self-evaluation and experience during the program. The presentation will provide steps to enact the same "proof of concept" model at your agency to achieve support from decision makers.

- **Matt Didier** Sergeant – Wellness Unit, *Seattle (WA) Police Department*
- **Cali Hinzman** Tactical Athlete Program Coordinator, *Seattle (WA) Police Department*

## The Impact of Years of Service on Officer Diseases, Moods, and Behaviors

Wednesday, March 16 | 1:30 PM – 2:30 PM

Many articles have been written about the stress that officers undergo in their everyday life. Robertson Research Institute will be discussing research showing how length of service changes officers health, performance, and relationship factors. In this presentation the officer will be able to understand the impact of the long-term stress of their job on their brain and learn some concepts to prevent some of these negative consequences from occurring.

- **William Balling** Chief of Police, *Sidney (OH) Police Department*
- **Joel Robertson, PharmD** Founder/CEO, *Robertson Health*

## Using Courageous Vulnerability to Influence Police Culture on Mental Health

Wednesday, March 16 | 1:30 PM – 2:30 PM

This presentation is part of the National Suicide Awareness for Law Enforcement Officers (SAFLEO) Program. The critical question facing agencies is whether and how they are helping officers suffering with mental health issues brought on by stressors associated with the profession, such as responding to traumatic and emotionally charged incidents, working long hours and even off-duty to make ends meet, or missing holidays and family events. Does police culture still imply that officers should "toughen up" and "get over it?" How does one promote mental health and wellness within an agency? This panel discusses how a critical incident impacted the officer involved and how her request for help paved the way for a greater focus on officer mental health and wellness issues in her agency.

- **Brandon Post** Captain (Ret.), *Institute for Intergovernmental Research*
- **Vince Davenport** Associate Deputy Director, *Bureau of Justice Assistance*
- **David Perry** Chief of Police (Ret.), *Institute for Intergovernmental Research*
- **Sonia Quinones** Chief of Police (Ret.), *Hallandale Beach (FL) Police Department*

## Alternative Responses for Managing Alcohol and Prescription Drug Misuse Among Police

Wednesday, March 16 | 3:00 PM – 4:00 PM

Law enforcement responsibilities place unique challenges and pressure on those who serve their community. The build-up of physical, psychological, and emotional demands can take a toll on an officer's well-being. In extreme situations, officers may turn to alcohol and prescription drugs for pain or stress management. Although these may provide temporary relief, they can lead to misuse that may cause new or worse problems later.

The policing profession has begun to see a significant shift in their approach and response to both officer and community alcohol and prescription drug use. As departments become more informed in addressing and assisting the communities with these issues, they in turn learn how to better serve their own officers, who may be presented with similar challenges.

## Lessons from the Military – Tools Law Enforcement Can Use ASAP, Evolving Officer Safety and Wellness

Wednesday, March 16 | 3:00 PM – 4:00 PM

Recruitment and retention challenges that law enforcement agencies face are constantly evolving and expanding. However, comprehensive research is showing that holistic health and fitness programs can help. Specifically, agencies that scale and leverage transferable holistic health and fitness program best practices from the U.S. Department of Defense (DOD) will be in a stronger position to overcome workforce shortage-related challenges. This interactive presentation will translate the DOD's most successful best practices into practical, affordable strategies that law enforcement agencies of varying sizes and budgets can utilize. It will help agencies set goals that will maximize organizational capability by optimizing the health, fitness, readiness, and performance of officers and recruits.

- **Joe Dulla** Lieutenant (Ret.), *Los Angeles County (CA) Sheriff's Department, Bond University Tactical Research Unit*
- **Mandy Nice, NSCA TSAC-F,\*D, NSCA CPT,\*D, FMSC-L2, NPTI-MPT** Tactical Program Manager – Public Safety, *The National Strength and Conditioning Association*

## The 2021 FOP Biennial Critical Issues in Policing Survey – Experiences of Officers Across the U.S.

Wednesday, March 16 | 3:00 PM – 4:00 PM

The National Fraternal Order of Police (FOP) has over 364,000 active and retired law enforcement members in the US. In summer 2021, the FOP partnered with Griffith University in Australia to survey members of law enforcement about their experiences as police officers, with the goals of measuring the wellbeing of officers, identifying the sources of their stress, and learning more about their experience of cultural influences within and outside the profession. This presentation will review survey development, deployment, and relevant data and conclusions drawn. In addition, the presenters will discuss collaboration across continents to compare the experiences of officers worldwide, providing a framework for practical applications of findings to generate positive changes in the field.

- **Sherri Martin, MA, LPCA** National Director of Wellness Services, *Fraternal Order of Police*
- **Jacqueline Drew, PhD** Senior Lecturer, *Griffith University*

## Lift the Mask: First Responders Sound the Alarm Documentary Premiere

Thursday, March 17 | 8:30 AM – 9:30 AM

First responders are rarely presented as real, everyday people who struggle with mental health just like anyone else, and often at higher rates. The crisis facing our country's first responders is at a critical point. Our public servants are more likely to die by suicide than performing their line-of-duty life-saving roles and at unprecedented rates. According to the latest data, in 2019, at least 114 firefighters died by suicide, compared to the 52 that died in the field. In the same year, 228 police officers took their life while 132 died in the field. With the screenings of this film, The Quell Foundation seeks to normalize the conversation around mental health illnesses within the first responder community to inspire those experiencing distress to both discuss it with their peers and seek help in navigating the challenges they encounter.

## Mentorship Program for Officer Retention, Investment, and Wellness

Thursday, March 17 | 8:30 AM – 9:30 AM

Seattle, Washington, Police Department was seeing a need for not only recruiting new officers but also retaining officers. Mentoring is a beneficial relationship where a veteran officer provides support and guidance to a recruit through their first year of probation and beyond. The mentor assists with personal or professional concerns that impact job performance or overall well-being. Seattle has begun building a mentorship program to invest in new officers and allow veteran officers to develop more ownership over the future of the department. Mentoring is effective in developing more successful police officers who understand the organization's culture, history, and mission. Mentoring also increases job satisfaction, loyalty, appreciation, and feeling of institutional support.

- **Matt Didier** Sergeant – Wellness Unit, *Seattle (WA) Police Department*

## Miami Beach Police Department Pilot Nutrition Program

Thursday, March 17 | 8:30 AM – 9:30 AM

The holistic wellness program, STEPP, is based on the concept that overall wellness should encompass all facets of our lives. The acronym STEPP includes: Support Systems, Tactical Knowledge & Skills, Emotional Wellbeing, Physical Health, Personal & Financial Stability. One of the biggest obstacles first responders face is maintaining healthy nutritional habits. The Miami Beach, Florida, Police Department was awarded a grant to create a six month nutrition pilot program. The purpose of the program is to help officers improve their nutritional knowledge and learn healthier eating habits, especially as they deal with work stressful calls, long hours, and varying shifts. Goal is to evaluate this program in order to create a departmental nutrition program.

- **Elise Taylor, PsyD** Lieutenant/Clinical Psychologist – Training Unit, *Miami Beach (FL) Police Department*
- **Noel Castillo PhD** Officer – Training Unit, *Miami Beach (FL) Police Department*

## Postvention: Navigating the Aftermath of an Officer Suicide

Thursday, March 17 | 8:30 AM – 9:30 AM

Often times when an agency suffers an officer suicide, the agency faces different challenges than when they suffer a line-of-duty death. Chiefs struggle with funeral plans and exactly how to respond to the family and others in their department. Decisions made by the chief can impact not only their agency, but also family members and the community long into the future. This session will discuss the need for a postvention policy, addressing the needs of the agency, family, and community.

- **Shelley Jones** Executive Director, *Survivors of Blue Suicide*
- **Anastasia Pytal, PsyD, MPA** Licensed Psychologist, *Survivors of Blue Suicide*

## Trauma Informed Leadership

Thursday, March 17 | 8:30 AM – 9:30 AM

Law enforcement professionals are exposed to very high levels of trauma, uniquely different from what people outside the profession experience. Attendees will learn how trauma impacts police work, how officers and their families are affected by trauma, and how to become a trauma-informed leader. Learn how leaders can inadvertently worsen or aggravate trauma within their ranks, and how they can serve as trauma-informed change agents, help save the lives of officers, and lead the way towards healing and post-traumatic growth. Attendees are provided solution-focused roadmaps for trauma-informed police leadership, including how trauma-informed leadership is a vital source of strength, stability, and support during extremely difficult and challenging times.

- **David Black, PhD** Chief Psychologist, *CORDICO*
- **Neil Gang** Chief of Police/Chair, *Pinole (CA) Police Department/California Police Chiefs Association – Officer Wellness and Resiliency Committee*

## Keynote Session One Routine Call, One Life Transformed: From Skid Row to CEO

Thursday, March 17 | 10:30 AM – 11:30 AM

What if the next call you took produced a transformation for someone? What if your legacy was a life saved?

In 1991, Ontario Provincial Police (OPP) Constable Scott MacLeod answered a typical distress call, a man with a gun, threatening suicide. Just another addict going to jail was his first thought. Little did Scott know his involvement would be the beginning of a life transforming event for Joe Roberts.

This inspiring story demonstrates how powerful that next police call can be. As you walk with Joe through the tough streets of East Vancouver in the 1980's, you will experience the depths and degradation of a former hopeless, homeless drug addict, to the heights and triumph of a successful entrepreneur and philanthropist. Joe's unique style of inspiration combined with his legendary dark humour will have you shed a tear while making you laugh 'til it hurts.

- **Joe Roberts** The Skid Row CEO

## Burnout in Law Enforcement: A Critical, but Missing Element of Resilience Training Programs

Thursday, March 17 | 12:00 PM – 1:00 PM

Burnout is a growing concern, leading officers to be impacted by the physical and mental effects of burnout, disengage, and prematurely leave the force more than ever before. Resilience has been identified as a key factor to equip officers to handle the stresses of the job, however despite the identified benefits of resilience, a recent systematic review of resilience training found that few studies specifically address officer burnout or offer ways to reduce it. To deal with the issue, this workshop will provide an overview of a practice-informed, evidence-based program specifically created to support officers with practical resilience tools selected to mitigate burnout and provide the basis for much needed research on how resilience training impacts burnout in the law enforcement context.

- **C. Gabrielle Salfati, PhD** Professor of Psychology, *John Jay College of Criminal Justice*
- **Eric Korzun** Research Assistant, *John Jay College of Criminal Justice*

## Mental Health Support for Officer Safety: Moving Beyond Traditional Employee Assistance Programs

Thursday, March 17 | 12:00 PM – 1:00 PM

Public safety agencies focused on wellness, retention, and suicide prevention struggle to find adequate resources for a comprehensive screening, wellness, and fitness-for-duty program. Traditional employee assistance programs (EAP) often fail to adequately support the wellbeing of first responders through a lack of cultural competence. This presentation explains how to identify and partner with a culturally competent EAP provider and police psychologist to create a mental health support program from the pre-hire stage through retirement. The presentation will also review how to enhance officer wellness, safety, and employee recruitment/retention through integrating screening and non-traditional EAP support (e.g., confidential 24-hour access to a culturally competent mental health professional).

- **Heather McElroy, PhD** Managing Partner, *Stone, McElroy & Associates/Psychological Dimensions*
- **Norman Winegar, LCSW, CEAP, NCAC II** Chief Clinical Officer, *Espyr*

## Safer Together: Strengthening the Foundations of Officer Safety and Wellness

Thursday, March 17 | 12:00 PM – 1:00 PM

VALOR Safer Together is a bold new national strategy that recognizes and leverages the inextricable link between community trust and officer safety and wellness. Among all safety and wellness factors, a healthy and positive climate vis-à-vis police-community relations may be one of the most important universal safeguards against the harmful stress and physical dangers that officers face. Safer Together was developed in response to the extraordinary events of the past two years to support law enforcement officers and reinvigorate the ideals of community building through mutual trust and respect. Regardless of how law enforcement may change because of reform efforts, officer safety and wellness will always be vitally important to our shared goals of safe communities and crime reduction.

- **Vince Davenport** Associate Deputy Director, *Bureau of Justice Assistance*
- **Esther Suarez** Investigator, *New York State Police*
- **Eric Pisconski** Lieutenant, *Seattle (WA) Police Department*
- **David Perry, MPA** Chief of Police (Ret.), *Institute for Intergovernmental Research*

## To Sleep Perchance to Dream: PTSD, Sleep Disturbances, and the Impact on Officer Safety and Wellness

Thursday, March 17 | 12:00 PM – 1:00 PM

Lack of sleep poses significant health risks to an officer's wellbeing and job performance. Disrupted sleep is a symptom of, and exacerbates, posttraumatic stress injury. Poor sleep impairs cognitive functioning and heightens emotional reactivity, leading to errors in judgement and poor decision-making in the field. When reaction time is increased, officer safety is jeopardized. This presentation addresses underlying issues inhibiting good sleep and offers practical, real-world strategies and activities to improve an officer's quality of sleep. Specific actions to improve pre-sleep routines, guidelines for organizing one's sleep space to promote more restful sleep, and means for coping with nightmares and disruptive dreams are detailed. The use of medications and other sleep aids will be discussed.

- **Kathryn Hamel, PhD** Chief Executive Officer, *Hecht Trauma Institute*
- **Kevin Connors** Senior Vice President – Program Development, *Hecht Trauma Institute*
- **Kelli Ellis** Founder/Designer, *Kelli Ellis Designs*

## Transitioning to Retirement – Why Police Agencies should Possess a Comprehensive Off-Boarding Process

Thursday, March 17 | 12:00 PM – 1:00 PM

Police departments spend an inordinate amount of time and effort in recruiting and onboarding officers into their agencies – costing approximately \$250,000 to ready an officer from recruitment to graduation. Yet, when it's time for an officer to retire after a lengthy career of putting others first, protecting their community, experiencing the worst of humanity, and exposure to horrendous situations, the outboarding process to retirement is minimal and functionally focused. It is sometimes said that a law enforcement officer will die twice, the first time at retirement. For those who have dedicated their lives to the safety and protection of others, what happens when your time as a law enforcement comes to an end? This presentation will highlight effective strategies for an officer's transition to retirement.

- **Grant Edwards** Commander (Ret.)/Head of Aspect Frontline, *Australian Federal Police/Aspect Group*

## Innovations in Policies, Systems, and Training to Support Officer Wellness

Thursday, March 17 | 1:15 PM – 2:15 PM

This panel will feature police leaders from three agencies implementing innovative trainings, policies, and procedures to support the mental health and wellness of their officers. The panel will be framed by officers' personal experiences with officer mental health and returning to duty after critical incidents. Additionally, police leaders will discuss their agencies' systems designed to support officer wellness and effectiveness, such as return-to-duty protocols following critical incidents, as well as mentoring programs and training. The factors that can challenge the development of officer wellness programs and ways they may be overcome will also be discussed.

- **Robin Engel, PhD** Professor, *University of Cincinnati*
- **Justin Witt** Sergeant, *Louisville Metro (KY) Police Department*
- **Don Scalf** Sergeant, *Cincinnati (OH) Police Department*
- **Donald Holland** Lieutenant, *Raleigh (NC) Police Department*

## Integrating Resilience into Established Wellness Programs

Thursday, March 17 | 1:15 PM – 2:15 PM

As wellness programs evolve and grow across the police profession, it is critical that agencies adapt a broad scope of programmatic elements to support the wellbeing of their officers. Resilience is a key component of wellness and evidence-based practices can be easily integrated into established wellness and peer support programs. During this session, attendees will hear from law enforcement leaders on their decision to explore resilience programming for their agencies, why resilience is an important component of wellness, and how agencies can take simple steps to integrate resilience into agency culture, from the academy to regular in-service training.

- **Julie Malear** Project Manager, *International Association of Chiefs of Police*
- **Karman Clay, PhD** Director of Employee Resiliency, *Cook County (IL) Sheriff's Office*
- **Rich Creamer** Sergeant – CISM/Peer Support Unit, *Norfolk (VA) Police Department*
- **Eric Tobin** Resilience Training Instructor, *University of Pennsylvania Positive Psychology Center*

## Power In Peers – An Updated Curriculum in Law Enforcement Peer Support

Thursday, March 17 | 1:15 PM – 2:15 PM

Power In Peers, developed cooperatively by the COPS Office and the National Fraternal Order of Police, is an updated curriculum in law enforcement peer support. While peer support has historically focused on critical incidents experienced by officers, the Power In Peers model is applicable not only post-critical incident, but also for addressing other common stressors facing law enforcement personnel. Based in concepts from the field of Positive Psychology, this new course is designed to be adapted to agencies of all sizes and locales, with optional additional modules to further focus the curriculum to the individual agency's needs. This presentation will provide an overview of the curriculum, which also includes self-care practices for supporting peer mentors.

- **Sherri Martin, MA, LPCA** National Director of Wellness Services, *Fraternal Order of Police*
- **Thomas Coghlan, PsyD** Psychologist/Detective (Ret.), *Blue Line Psychological Services, PLLC/New York City (NY) Police Department*
- **C. Gabrielle Salfati, PhD** Professor of Psychology, *John Jay College of Criminal Justice*
- **Christopher Scallon, MSPsy** Founder/Owner, *Trauma Behind the Badge*

## Roll Call: Spiritual Wellness for First Responders

Thursday, March 17 | 1:15 PM – 2:15 PM

Amidst the growing conversation around officer wellness, spiritual wellness is often left out. The stressful and frequently dangerous nature of the job places a burden on officers that most people never endure. Law enforcement is regularly called upon to deal with hurting and distressed citizens, which can lead to a negative perception of the world. This, coupled with the COVID crisis, public demand for services, declining resources, and a critical atmosphere, has placed increased pressure on officers and their families. This presentation will explore the role spiritual wellness plays in following basic principles of integrity, values, ethics, and morals, and discusses various aspects of being spiritually well and its critical role in officer wellness.

- **Iva Rody** Programs Manager, *National Center for Prevention of Community Violence*
- **Bobby Kipper** Executive Director/Retired Police Officer, *National Center for Prevention of Community Violence*